

U.S. Department of Housing and Urban Development
Office of Public and Indian Housing

PHA Plans

Cheyenne Housing Authority

5 Year Plan for Fiscal Years 2005 - 2009
Annual Plan for Fiscal Year 2005

**NOTE: THIS PHA PLANS TEMPLATE (HUD 50075) IS TO BE COMPLETED IN
ACCORDANCE WITH INSTRUCTIONS LOCATED IN APPLICABLE PIH NOTICES**

**PHA Plan
Agency Identification**

PHA Name: Cheyenne Housing Authority

PHA Number: DEN 526

PHA Fiscal Year Beginning: (mm/yyyy) 04/2005

Public Access to Information

Information regarding any activities outlined in this plan can be obtained by contacting: (select all that apply)

- ☒ Main administrative office of the PHA
- ☐ PHA development management offices
- ☐ PHA local offices

Display Locations For PHA Plans and Supporting Documents

The PHA Plans (including attachments) are available for public inspection at: (select all that apply)

- ☒ Main administrative office of the PHA
- ☐ PHA development management offices
- ☐ PHA local offices
- ☐ Main administrative office of the local government
- ☐ Main administrative office of the County government
- ☐ Main administrative office of the State government
- ☐ Public library
- ☐ PHA website
- ☐ Other (list below)

PHA Plan Supporting Documents are available for inspection at: (select all that apply)

- ☒ Main business office of the PHA
- ☐ PHA development management offices
- ☐ Other (list below)

5-YEAR PLAN
PHA FISCAL YEARS 2005 - 2009
[24 CFR Part 903.5]

A. Mission

State the PHA's mission for serving the needs of low-income, very low income, and extremely low-income families in the PHA's jurisdiction. (select one of the choices below)

☐ The mission of the PHA is the same as that of the Department of Housing and Urban Development: To promote adequate and affordable housing, economic opportunity and a suitable living environment free from discrimination.

X The PHA's mission is: (state mission here)
The Cheyenne Housing Authority (CHA) will provide decent, safe and sanitary housing to the elderly, disabled and economically disadvantaged families who are unable to obtain housing through conventional means. Additionally, the CHA will strive to provide for and coordinate other necessary life services to this population.

The CHA will achieve these purposes through an organization and within an environment that attracts the finest people; encourages and challenges our individual talents; encourages the collaboration of those talents to achieve the goals established in a creative, progressive and fiscally responsible manner; and maintains the Cheyenne Housing Authority's well established principles of integrity and professionalism.

The ultimate goal of our agency is to assist and empower the elderly, disabled and economically disadvantaged families through the professional and courteous provision of basic life services, in order to allow them opportunities to establish control of their destinies.

B. Goals

The goals and objectives listed below are derived from HUD's strategic Goals and Objectives and those emphasized in recent legislation. PHAs may select any of these goals and objectives as their own, or identify other goals and/or objectives. Whether selecting the HUD-suggested objectives or their own, **PHAS ARE STRONGLY ENCOURAGED TO IDENTIFY QUANTIFIABLE MEASURES OF SUCCESS IN REACHING THEIR OBJECTIVES OVER THE COURSE OF THE 5 YEARS.** (Quantifiable measures would include targets such as: numbers of families served or PHAS scores achieved.) PHAs should identify these measures in the spaces to the right of or below the stated objectives.

HUD Strategic Goal: Increase the availability of decent, safe, and affordable housing.

- X PHA Goal: Expand the supply of assisted housing
Objectives:
- X Apply for additional rental vouchers: **Apply as available**
 - X Reduce public housing vacancies: **Maintain minimal vacancies**
 - X Leverage private or other public funds to create additional housing opportunities: **Continue efforts to address housing needs, by leveraging resources as needs are quantifiably identified.**
 - ☐ Acquire or build units or developments
 - ☐ Other (list below)
- X PHA Goal: Improve the quality of assisted housing
Objectives:
- X Improve public housing management: (PHAS score) **Achieve and maintain High Performer status**
 - X Improve voucher management: (SEMAP score) **Achieve and maintain High Performer status**
 - X Increase customer satisfaction: **Continue Resident Initiative efforts**
 - ☐ Concentrate on efforts to improve specific management functions: (list; e.g., public housing finance; voucher unit inspections)
 - X Renovate or modernize public housing units: **Continue to utilize Capital Funds to maximum benefit.**
 - ☐ Demolish or dispose of obsolete public housing:
 - ☐ Provide replacement public housing:
 - ☐ Provide replacement vouchers:
 - ☐ Other: (list below)
- X PHA Goal: Increase assisted housing choices
Objectives:
- X Provide voucher mobility counseling: **Continue mobility counseling through the use of the Housing Assistance Guide and one-on-one counseling.**
 - ☐ Conduct outreach efforts to potential voucher landlords
 - ☐ Increase voucher payment standards

- ☐ Implement voucher homeownership program:
- ☐ Implement public housing or other homeownership programs:
- ☐ Implement public housing site-based waiting lists:
- ☐ Convert public housing to vouchers:
- X Other: (list below) **Assist rural communities throughout the state with the administration of assisted housing programs to enable utilization of those programs where assisted housing may not otherwise be available, thereby increasing assisted housing choices.**

HUD Strategic Goal: Improve community quality of life and economic vitality

- X PHA Goal: Provide an improved living environment
 - Objectives:
 - ☐ Implement measures to deconcentrate poverty by bringing higher income public housing households into lower income developments:
 - ☐ Implement measures to promote income mixing in public housing by assuring access for lower income families into higher income developments:
 - X Implement public housing security improvements: **Utilize Capital Funds to address security improvement concerns of the residents. Continue to promote Neighborhood Watch program.**
 - ☐ Designate developments or buildings for particular resident groups (elderly, persons with disabilities)
 - ☐ Other: (list below)

HUD Strategic Goal: Promote self-sufficiency and asset development of families and individuals

- X PHA Goal: Promote self-sufficiency and asset development of assisted households
 - Objectives:
 - ☐ Increase the number and percentage of employed persons in assisted families:
 - X Provide or attract supportive services to improve assistance recipients' employability:
 - X Provide or attract supportive services to increase independence for the elderly or families with disabilities.
 - ☐ Other: (list below)

HUD Strategic Goal: Ensure Equal Opportunity in Housing for all Americans

- X PHA Goal: Ensure equal opportunity and affirmatively further fair housing
Objectives:
- X Undertake affirmative measures to ensure access to assisted housing
 regardless of race, color, religion national origin, sex, familial status, and
 disability:
 - X Undertake affirmative measures to provide a suitable living environment
 for families living in assisted housing, regardless of race, color, religion
 national origin, sex, familial status, and disability:
 - ☐ Undertake affirmative measures to ensure accessible housing to persons
 with all varieties of disabilities regardless of unit size required:
 - ☐ Other: (list below)

Other PHA Goals and Objectives: (list below)

Annual PHA Plan
PHA Fiscal Year 2005
[24 CFR Part 903.7]

i. Annual Plan Type:

Select which type of Annual Plan the PHA will submit.

☒ **Standard Plan**

Streamlined Plan:

- ☐ **High Performing PHA**
☐ **Small Agency (<250 Public Housing Units)**
☐ **Administering Section 8 Only**

☐ **Troubled Agency Plan**

ii. Executive Summary of the Annual PHA Plan

[24 CFR Part 903.7 9 (r)]

Provide a brief overview of the information in the Annual Plan, including highlights of major initiatives and discretionary policies the PHA has included in the Annual Plan.

The Cheyenne Housing Authority (CHA) continues to strive to administer its housing programs in a manner that complies with program regulations, while addressing the local housing needs. The CHA has achieved full utilization of the Section 8 voucher resources and units. Additionally, the CHA has maintained a very low vacancy percentage for its public housing inventory. During recent years the CHA has grown dramatically to absorb the WCDA statewide Section 8 voucher program and the WCDA Laramie public housing program. The result is that the CHA currently administers 1531 Section 8 vouchers, 341 public housing units, 50 Section 8 New Construction units, 20 FmHA 515/Section 8 units in Pine Bluffs and Albin, and the Project Based Section 8 Contract Administration for 55 properties throughout Wyoming. The CHA is responsible for the administration of low income and affordable housing subsidy for approximately 2,000 households throughout the state. Additionally, the CHA is the senior center for Laramie County and is responsible for the administration of programs typical to senior centers. The CHA is by far the largest housing authority in the state and administers one of the largest senior centers in the state.

This agency plan reflects a summary of the basic policies of the CHA relative to its housing programs. The plan also incorporates the five-year and annual plans for the Capital Fund program, as well as the Flat Rent Schedule for the coming fiscal year.

iii. Annual Plan Table of Contents

[24 CFR Part 903.7 9 (r)]

Provide a table of contents for the Annual Plan, including attachments, and a list of supporting documents available for public inspection.

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Attachments

Indicate which attachments are provided by selecting all that apply. Provide the attachment's name (A, B, etc.) in the space to the left of the name of the attachment. Note: If the attachment is provided as a **SEPARATE** file submission from the PHA Plans file, provide the file name in parentheses in the space to the right of the title.

Required Attachments:

- ☐ Admissions Policy for Deconcentration
- X FY 2005 Capital Fund Program Annual Statement
- ☐ Most recent board-approved operating budget (Required Attachment for PHAs that are troubled or at risk of being designated troubled ONLY)

Optional Attachments:

- ☐ PHA Management Organizational Chart
- X FY 2005 Capital Fund Program 5 Year Action Plan
- ☐ Public Housing Drug Elimination Program (PHDEP) Plan
- X Comments of Resident Advisory Board or Boards (must be attached if not included in PHA Plan text)

- ☒ Other (List below, providing each attachment name)
 ATTACHMENT B – CHA Progress Report
 ATTACHMENT C – Deconcentration
 ATTACHMENT D – Voluntary Conversion

Supporting Documents Available for Review

Indicate which documents are available for public review by placing a mark in the “Applicable & On Display” column in the appropriate rows. All listed documents must be on display if applicable to the program activities conducted by the PHA.

| List of Supporting Documents Available for Review | | |
|--|---|--|
| Applicable & On Display | Supporting Document | Applicable Plan Component |
| X | PHA Plan Certifications of Compliance with the PHA Plans and Related Regulations | 5 Year and Annual Plans |
| X | State/Local Government Certification of Consistency with the Consolidated Plan | 5 Year and Annual Plans |
| X | Fair Housing Documentation: Records reflecting that the PHA has examined its programs or proposed programs, identified any impediments to fair housing choice in those programs, addressed or is addressing those impediments in a reasonable fashion in view of the resources available, and worked or is working with local jurisdictions to implement any of the jurisdictions’ initiatives to affirmatively further fair housing that require the PHA’s involvement. | 5 Year and Annual Plans |
| X | Consolidated Plan for the jurisdiction/s in which the PHA is located (which includes the Analysis of Impediments to Fair Housing Choice (AI)) and any additional backup data to support statement of housing needs in the jurisdiction | Annual Plan: Housing Needs |
| X | Most recent board-approved operating budget for the public housing program | Annual Plan: Financial Resources; |
| X | Public Housing Admissions and (Continued) Occupancy Policy (A&O), which includes the Tenant Selection and Assignment Plan [TSAP] | Annual Plan: Eligibility, Selection, and Admissions Policies |
| X | Section 8 Administrative Plan | Annual Plan: Eligibility, Selection, and Admissions Policies |
| X | Public Housing Deconcentration and Income Mixing Documentation: 1. PHA board certifications of compliance with deconcentration requirements (section 16(a) of the US Housing Act of 1937, as implemented in the 2/18/99 <i>Quality Housing and Work Responsibility Act Initial Guidance; Notice</i> and any further HUD guidance) and 2. Documentation of the required deconcentration and income mixing analysis | Annual Plan: Eligibility, Selection, and Admissions Policies |
| X | Public housing rent determination policies, including the methodology for setting public housing flat rents | Annual Plan: Rent Determination |

| List of Supporting Documents Available for Review | | |
|--|---|---|
| Applicable & On Display | Supporting Document | Applicable Plan Component |
| | X check here if included in the public housing A & O Policy | |
| X | Schedule of flat rents offered at each public housing development X check here if included in the public housing A & O Policy | Annual Plan: Rent Determination |
| X | Section 8 rent determination (payment standard) policies X check here if included in Section 8 Administrative Plan | Annual Plan: Rent Determination |
| X | Public housing management and maintenance policy documents, including policies for the prevention or eradication of pest infestation (including cockroach infestation) | Annual Plan: Operations and Maintenance |
| X | Public housing grievance procedures X check here if included in the public housing A & O Policy | Annual Plan: Grievance Procedures |
| X | Section 8 informal review and hearing procedures X check here if included in Section 8 Administrative Plan | Annual Plan: Grievance Procedures |
| X | The HUD-approved Capital Fund/Comprehensive Grant Program Annual Statement (HUD 52837) for the active grant year | Annual Plan: Capital Needs |
| N/A | Most recent CIAP Budget/Progress Report (HUD 52825) for any active CIAP grant | Annual Plan: Capital Needs |
| X | Most recent, approved 5 Year Action Plan for the Capital Fund/Comprehensive Grant Program, if not included as an attachment (provided at PHA option) | Annual Plan: Capital Needs |
| N/A | Approved HOPE VI applications or, if more recent, approved or submitted HOPE VI Revitalization Plans or any other approved proposal for development of public housing | Annual Plan: Capital Needs |
| N/A | Approved or submitted applications for demolition and/or disposition of public housing | Annual Plan: Demolition and Disposition |
| N/A | Approved or submitted applications for designation of public housing (Designated Housing Plans) | Annual Plan: Designation of Public Housing |
| N/A | Approved or submitted assessments of reasonable revitalization of public housing and approved or submitted conversion plans prepared pursuant to section 202 of the 1996 HUD Appropriations Act | Annual Plan: Conversion of Public Housing |
| N/A | Approved or submitted public housing homeownership programs/plans | Annual Plan: Homeownership |
| N/A | Policies governing any Section 8 Homeownership program <input type="checkbox"/> check here if included in the Section 8 Administrative Plan | Annual Plan: Homeownership |
| X | Any cooperative agreement between the PHA and the TANF agency | Annual Plan: Community Service & Self-Sufficiency |
| X | FSS Action Plan/s for public housing and/or Section 8 | Annual Plan: Community Service & Self-Sufficiency |
| X | Most recent self-sufficiency (ED/SS, TOP or ROSS or other | Annual Plan: Community |

| List of Supporting Documents Available for Review | | |
|--|---|--|
| Applicable & On Display | Supporting Document | Applicable Plan Component |
| | resident services grant) grant program reports | Service & Self-Sufficiency |
| N/A | The most recent Public Housing Drug Elimination Program (PHDEP) semi-annual performance report for any open grant and most recently submitted PHDEP application (PHDEP Plan) | Annual Plan: Safety and Crime Prevention |
| X | The most recent fiscal year audit of the PHA conducted under section 5(h)(2) of the U.S. Housing Act of 1937 (42 U.S.C. 1437c(h)), the results of that audit and the PHA's response to any findings | Annual Plan: Annual Audit |
| N/A | Troubled PHAs: MOA/Recovery Plan | Troubled PHAs |
| | Other supporting documents (optional) (list individually; use as many lines as necessary) | (specify as needed) |
| | | |

1. Statement of Housing Needs

[24 CFR Part 903.7 9 (a)]

A. Housing Needs of Families in the Jurisdiction/s Served by the PHA

Based upon the information contained in the Consolidated Plan/s applicable to the jurisdiction, and/or other data available to the PHA, provide a statement of the housing needs in the jurisdiction by completing the following table. In the "Overall" Needs column, provide the estimated number of renter families that have housing needs. For the remaining characteristics, rate the impact of that factor on the housing needs for each family type, from 1 to 5, with 1 being "no impact" and 5 being "severe impact." Use N/A to indicate that no information is available upon which the PHA can make this assessment.

| Housing Needs of Families in the Jurisdiction by Family Type | | | | | | | |
|---|----------------|----------------------------|---------------|----------------|----------------------------|-------------|-----------------------|
| Family Type | Overall | Afford- ability | Supply | Quality | Access- ibility | Size | Loca- tion |
| Income <= 30% of AMI | 6526 | 3 | 3 | 3 | 1 | 3 | 2 |
| Income >30% but <=50% of AMI | 5639 | 4 | 2 | 3 | 1 | 3 | 3 |
| Income >50% but <80% of AMI | 6983 | 4 | 2 | 3 | 1 | 3 | 2 |
| Elderly | 4211 | 3 | 3 | 3 | 4 | 3 | 3 |
| Families with Disabilities | N/A | 3 | 4 | 3 | 5 | 3 | 3 |
| White/Non-Hisp | 26738 | 4 | 2 | 3 | 1 | 3 | 3 |
| Black/Non-Hisp | 296 | 4 | 2 | 3 | 1 | 3 | 3 |
| Hispanic | 1635 | 4 | 2 | 3 | 1 | 3 | 3 |
| | | | | | | | |

What sources of information did the PHA use to conduct this analysis? (Check all that apply; all materials must be made available for public inspection.)

- ☐ Consolidated Plan of the Jurisdiction/s
Indicate year:
- ☒ U.S. Census data: the Comprehensive Housing Affordability Strategy (“CHAS”) dataset
- ☐ American Housing Survey data
Indicate year:
- ☐ Other housing market study
Indicate year:
- ☐ Other sources: (list and indicate year of information)

B. Housing Needs of Families on the Public Housing and Section 8 Tenant- Based Assistance Waiting Lists

State the housing needs of the families on the PHA’s waiting list/s. **Complete one table for each type of PHA-wide waiting list administered by the PHA.** PHAs may provide separate tables for site-based or sub-jurisdictional public housing waiting lists at their option.

| Housing Needs of Families on the Waiting List | | | |
|--|---|---------------------|-----------------|
| Waiting list type: (select one) | | | |
| <input type="checkbox"/> | Section 8 tenant-based assistance | | |
| <input type="checkbox"/> | Public Housing | | |
| <input checked="" type="checkbox"/> | Combined Section 8 and Public Housing | | |
| <input type="checkbox"/> | Public Housing Site-Based or sub-jurisdictional waiting list (optional) | | |
| If used, identify which development/subjurisdiction: | | | |
| | # of families | % of total families | Annual Turnover |
| Waiting list total | 1465 | | |
| Extremely low income <=30% AMI | 1092 | 75% | |
| Very low income (>30% but <=50% AMI) | 314 | 21% | |
| Low income (>50% but <80% AMI) | 59 | 4% | |

| Housing Needs of Families on the Waiting List | | | |
|---|------|-------|--|
| Families with children | 1255 | 86% | |
| Elderly families | 88 | 6% | |
| Families with Disabilities | 122 | 8% | |
| Hispanic | 237 | 16% | |
| Non-Hispanic | 1228 | 84% | |
| White | 1309 | 89% | |
| Black | 69 | 5% | |
| American Indian | 65 | 4% | |
| Asian/Pacific Islander | 24 | 2% | |
| | | | |
| Characteristics by Bedroom Size (Public Housing Only) | | | |
| 1BR | 132 | 21.5% | |
| 2 BR | 428 | 70% | |
| 3 BR | 45 | 7% | |
| 4 BR | 8 | 1% | |
| 5 BR | 1 | .5% | |
| 5+ BR | 0 | | |
| Is the waiting list closed (select one)? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes If yes: How long has it been closed (# of months)? Does the PHA expect to reopen the list in the PHA Plan year? <input type="checkbox"/> No <input type="checkbox"/> Yes Does the PHA permit specific categories of families onto the waiting list, even if generally closed? <input type="checkbox"/> No <input type="checkbox"/> Yes | | | |

C. Strategy for Addressing Needs

Provide a brief description of the PHA's strategy for addressing the housing needs of families in the jurisdiction and on the waiting list **IN THE UPCOMING YEAR**, and the Agency's reasons for choosing this strategy.

(1) Strategies

Need: Shortage of affordable housing for all eligible populations

Strategy 1. Maximize the number of affordable units available to the PHA within its current resources by:

Select all that apply

- X Employ effective maintenance and management policies to minimize the number of public housing units off-line
- X Reduce turnover time for vacated public housing units
- X Reduce time to renovate public housing units
- ☐ Seek replacement of public housing units lost to the inventory through mixed finance development
- ☐ Seek replacement of public housing units lost to the inventory through section 8 replacement housing resources
- X Maintain or increase section 8 lease-up rates by establishing payment standards that will enable families to rent throughout the jurisdiction
- X Undertake measures to ensure access to affordable housing among families assisted by the PHA, regardless of unit size required
- X Maintain or increase section 8 lease-up rates by marketing the program to owners, particularly those outside of areas of minority and poverty concentration
- X Maintain or increase section 8 lease-up rates by effectively screening Section 8 applicants to increase owner acceptance of program
- X Participate in the Consolidated Plan development process to ensure coordination with broader community strategies
- ☐ Other (list below)

Strategy 2: Increase the number of affordable housing units by:

Select all that apply

- X Apply for additional section 8 units should they become available
- X Leverage affordable housing resources in the community through the creation of mixed - finance housing
- X Pursue housing resources other than public housing or Section 8 tenant-based assistance.
- ☐ Other: (list below)

Need: Specific Family Types: Families at or below 30% of median

Strategy 1: Target available assistance to families at or below 30 % of AMI

Select all that apply

- ☒ Meet or exceed HUD federal targeting requirements for families at or below 30% of AMI in public housing
- ☒ Meet or exceed HUD federal targeting requirements for families at or below 30% of AMI in tenant-based section 8 assistance
- ☐ Employ admissions preferences aimed at families with economic hardships
- ☒ Adopt rent policies to support and encourage work
- ☐ Other: (list below)

Need: Specific Family Types: Families at or below 50% of median

Strategy 1: Target available assistance to families at or below 50% of AMI

Select all that apply

- ☒ Employ admissions preferences aimed at families who are working
- ☒ Adopt rent policies to support and encourage work
- ☐ Other: (list below)

Need: Specific Family Types: The Elderly

Strategy 1: Target available assistance to the elderly:

Select all that apply

- ☐ Seek designation of public housing for the elderly
- ☐ Apply for special-purpose vouchers targeted to the elderly, should they become available
- ☒ Other: (list below)
Encourage the development of affordable elderly designated properties

Need: Specific Family Types: Families with Disabilities

Strategy 1: Target available assistance to Families with Disabilities:

Select all that apply

- ☐ Seek designation of public housing for families with disabilities
- ☒ Carry out the modifications needed in public housing based on the section 504 Needs Assessment for Public Housing
- ☐ Apply for special-purpose vouchers targeted to families with disabilities, should they become available

- X Affirmatively market to local non-profit agencies that assist families with disabilities
- X Other: (list below)
Encourage the development of affordable disabled designated/accessibile properties

Need: Specific Family Types: Races or ethnicities with disproportionate housing needs

Strategy 1: Increase awareness of PHA resources among families of races and ethnicities with disproportionate needs:

Select if applicable

- X Affirmatively market to races/ethnicities shown to have disproportionate housing needs
- ☐ Other: (list below)

Strategy 2: Conduct activities to affirmatively further fair housing

Select all that apply

- X Counsel section 8 tenants as to location of units outside of areas of poverty or minority concentration and assist them to locate those units
- ☐ Market the section 8 program to owners outside of areas of poverty /minority concentrations
- ☐ Other: (list below)

Other Housing Needs & Strategies: (list needs and strategies below)

(2) Reasons for Selecting Strategies

Of the factors listed below, select all that influenced the PHA's selection of the strategies it will pursue:

- X Funding constraints
- X Staffing constraints
- X Limited availability of sites for assisted housing
- X Extent to which particular housing needs are met by other organizations in the community
- X Evidence of housing needs as demonstrated in the Consolidated Plan and other information available to the PHA
- X Influence of the housing market on PHA programs
- ☐ Community priorities regarding housing assistance
- X Results of consultation with local or state government
- X Results of consultation with residents and the Resident Advisory Board
- X Results of consultation with advocacy groups
- ☐ Other: (list below)

2. Statement of Financial Resources

[24 CFR Part 903.7 9 (b)]

List the financial resources that are anticipated to be available to the PHA for the support of Federal public housing and tenant-based Section 8 assistance programs administered by the PHA during the Plan year. Note: the table assumes that Federal public housing or tenant based Section 8 assistance grant funds are expended on eligible purposes; therefore, uses of these funds need not be stated. For other funds, indicate the use for those funds as one of the following categories: public housing operations, public housing capital improvements, public housing safety/security, public housing supportive services, Section 8 tenant-based assistance, Section 8 supportive services or other.

| Financial Resources: Planned Sources and Uses | | |
|---|-------------------|---------------------|
| Sources | Planned \$ | Planned Uses |
| 1. Federal Grants (FY 2005 grants) | | |
| a) Public Housing Operating Fund | 683,278 | |
| b) Public Housing Capital Fund | 501,667 | |
| c) HOPE VI Revitalization | | |
| d) HOPE VI Demolition | | |
| e) Annual Contributions for Section 8 Tenant-Based Assistance | 7,968,018 | |
| f) Public Housing Drug Elimination Program (including any Technical Assistance funds) | | |
| g) Resident Opportunity and Self-Sufficiency Grants | | |
| h) Community Development Block Grant | | |
| i) HOME | | |
| Other Federal Grants (list below) | | |
| | | |
| 2. Prior Year Federal Grants (unobligated funds only) (list below) | | |
| | | |
| | | |
| | | |
| 3. Public Housing Dwelling Rental Income | 648,890 | |
| | | |
| | | |
| 4. Other income (list below) | | |
| Interest Income | 11,500 | |
| Other Income | 66,300 | |
| 4. Non-federal sources (list below) | | |
| | | |

| Financial Resources: Planned Sources and Uses | | |
|--|------------|--------------|
| Sources | Planned \$ | Planned Uses |
| | | |
| | | |
| Total resources | 9,879,653 | |
| | | |
| | | |

3. PHA Policies Governing Eligibility, Selection, and Admissions

[24 CFR Part 903.7 9 (c)]

A. Public Housing

Exemptions: PHAs that do not administer public housing are not required to complete subcomponent 3A.

(1) Eligibility

a. When does the PHA verify eligibility for admission to public housing? (select all that apply)

- X When families are within a certain number of being offered a unit: (state number) **Close to the top of the waiting list**
- ☐ When families are within a certain time of being offered a unit: (state time)
- ☐ Other: (describe)

b. Which non-income (screening) factors does the PHA use to establish eligibility for admission to public housing (select all that apply)?

- X Criminal or Drug-related activity
- X Rental history
- X Housekeeping
- ☐ Other (describe)

c. X Yes ☐ No: Does the PHA request criminal records from local law enforcement agencies for screening purposes?

d. X Yes ☐ No: Does the PHA request criminal records from State law enforcement agencies for screening purposes?

e. X Yes ☐ No: Does the PHA access FBI criminal records from the FBI for screening purposes? (either directly or through an NCIC-authorized source)

(2)Waiting List Organization

a. Which methods does the PHA plan to use to organize its public housing waiting list (select all that apply)

- X Jurisdiction-wide list
- ☐ Sub-jurisdictional lists
- ☐ Site-based waiting lists
- ☐ Other (describe)

b. Where may interested persons apply for admission to public housing?

- X PHA main administrative office
- ☐ PHA development site management office
- X Other (list below)

Laramie office for Laramie Applicants

c. If the PHA plans to operate one or more site-based waiting lists in the coming year, answer each of the following questions; if not, skip to subsection **(3) Assignment**

1. How many site-based waiting lists will the PHA operate in the coming year?

2. ☐ Yes ☐ No: Are any or all of the PHA's site-based waiting lists new for the upcoming year (that is, they are not part of a previously-HUD-approved site based waiting list plan)?
If yes, how many lists?

3. ☐ Yes ☐ No: May families be on more than one list simultaneously
If yes, how many lists?

4. Where can interested persons obtain more information about and sign up to be on the site-based waiting lists (select all that apply)?

- ☐ PHA main administrative office
- ☐ All PHA development management offices
- ☐ Management offices at developments with site-based waiting lists
- ☐ At the development to which they would like to apply
- ☐ Other (list below)

(3) Assignment

a. How many vacant unit choices are applicants ordinarily given before they fall to the bottom of or are removed from the waiting list? (select one)

☐

One

☐

Two

X Three or More

b. X Yes ☐ No: Is this policy consistent across all waiting list types?

c. If answer to b is no, list variations for any other than the primary public housing waiting list/s for the PHA:

(4) Admissions Preferences

a. Income targeting:

☐

Yes X No: Does the PHA plan to exceed the federal targeting requirements by targeting more than 40% of all new admissions to public housing to families at or below 30% of median area income?

b. Transfer policies:

In what circumstances will transfers take precedence over new admissions? (list below)

X Emergencies

X Overhoused

X Underhoused

X Medical justification

X Administrative reasons determined by the PHA (e.g., to permit modernization work)

☐

Resident choice: (state circumstances below)

☐

Other: (list below)

c. Preferences

1. X Yes ☐ No: Has the PHA established preferences for admission to public housing (other than date and time of application)? (If "no" is selected, skip to subsection **(5) Occupancy**)

2. Which of the following admission preferences does the PHA plan to employ in the coming year? (select all that apply from either former Federal preferences or other preferences)

Former Federal preferences:

X Involuntary Displacement (Disaster, Government Action, Action of Housing

- ☐ Owner, Inaccessibility, Property Disposition)
- ☐ Victims of domestic violence
- ☐ Substandard housing
- ☐ Homelessness
- ☐ High rent burden (rent is > 50 percent of income)

Other preferences: (select below)

- X Working families and those unable to work because of age or disability
- ☐ Veterans and veterans' families
- ☐ Residents who live and/or work in the jurisdiction
- ☐ Those enrolled currently in educational, training, or upward mobility programs
- ☐ Households that contribute to meeting income goals (broad range of incomes)
- ☐ Households that contribute to meeting income requirements (targeting)
- ☐ Those previously enrolled in educational, training, or upward mobility programs
- ☐ Victims of reprisals or hate crimes
- ☐ Other preference(s) (list below)

3. If the PHA will employ admissions preferences, please prioritize by placing a "1" in the space that represents your first priority, a "2" in the box representing your second priority, and so on. If you give equal weight to one or more of these choices (either through an absolute hierarchy or through a point system), place the same number next to each. That means you can use "1" more than once, "2" more than once, etc.

1 Date and Time

Former Federal preferences:

- 1 Involuntary Displacement (Disaster, Government Action, Action of Housing Owner, Inaccessibility, Property Disposition)
- Victims of domestic violence
- Substandard housing
- Homelessness
- High rent burden

Other preferences (select all that apply)

- 1 Working families and those unable to work because of age or disability
- ☐ Veterans and veterans' families
- ☐ Residents who live and/or work in the jurisdiction
- ☐ Those enrolled currently in educational, training, or upward mobility programs
- ☐ Households that contribute to meeting income goals (broad range of incomes)
- ☐ Households that contribute to meeting income requirements (targeting)
- ☐ Those previously enrolled in educational, training, or upward mobility programs
- ☐ Victims of reprisals or hate crimes
- ☐ Other preference(s) (list below)

4. Relationship of preferences to income targeting requirements:

- ☐ The PHA applies preferences within income tiers
- X Not applicable: the pool of applicant families ensures that the PHA will meet income targeting requirements

(5) Occupancy

a. What reference materials can applicants and residents use to obtain information about the rules of occupancy of public housing (select all that apply)

- X The PHA-resident lease
- X The PHA's Admissions and (Continued) Occupancy policy
- X PHA briefing seminars or written materials
- ☐ Other source (list)

b. How often must residents notify the PHA of changes in family composition? (select all that apply)

- X At an annual reexamination and lease renewal
- X Any time family composition changes
- X At family request for revision
- ☐ Other (list)

(6) Deconcentration and Income Mixing

- a. ☐ Yes X No: Did the PHA's analysis of its family (general occupancy) developments to determine concentrations of poverty indicate the need for measures to promote deconcentration of poverty or income mixing?

- b. ☐ Yes X No: Did the PHA adopt any changes to its **admissions policies** based on the results of the required analysis of the need to promote deconcentration of poverty or to assure income mixing?

c. If the answer to b was yes, what changes were adopted? (select all that apply)

- ☐ Adoption of site based waiting lists
- If selected, list targeted developments below:

- ☐ Employing waiting list “skipping” to achieve deconcentration of poverty or income mixing goals at targeted developments
If selected, list targeted developments below:
- ☐ Employing new admission preferences at targeted developments
If selected, list targeted developments below:
- ☐ Other (list policies and developments targeted below)
- d. ☐ Yes X No: Did the PHA adopt any changes to **other** policies based on the results of the required analysis of the need for deconcentration of poverty and income mixing?
- e. If the answer to d was yes, how would you describe these changes? (select all that apply)
- ☐ Additional affirmative marketing
- ☐ Actions to improve the marketability of certain developments
- ☐ Adoption or adjustment of ceiling rents for certain developments
- ☐ Adoption of rent incentives to encourage deconcentration of poverty and income-mixing
- ☐ Other (list below)
- f. Based on the results of the required analysis, in which developments will the PHA make special efforts to attract or retain higher-income families? (select all that apply)
- X Not applicable: results of analysis did not indicate a need for such efforts
- ☐ List (any applicable) developments below:
- g. Based on the results of the required analysis, in which developments will the PHA make special efforts to assure access for lower-income families? (select all that apply)
- X Not applicable: results of analysis did not indicate a need for such efforts
- ☐ List (any applicable) developments below:

B. Section 8

Exemptions: PHAs that do not administer section 8 are not required to complete sub-component 3B. **Unless otherwise specified, all questions in this section apply only to the tenant-based section 8 assistance program (vouchers, and until completely merged into the voucher program, certificates).**

(1) Eligibility

- a. What is the extent of screening conducted by the PHA? (select all that apply)
- X Criminal or drug-related activity only to the extent required by law or regulation
- ☐ Criminal and drug-related activity, more extensively than required by law or regulation
- ☐ More general screening than criminal and drug-related activity (list factors below)
- ☐ Other (list below)
- b. X Yes ☐ No: Does the PHA request criminal records from local law enforcement agencies for screening purposes?
- c. X Yes ☐ No: Does the PHA request criminal records from State law enforcement agencies for screening purposes?
- d. X Yes ☐ No: Does the PHA access FBI criminal records from the FBI for screening purposes? (either directly or through an NCIC-authorized source)
- e. Indicate what kinds of information you share with prospective landlords? (select all that apply)
- X Criminal or drug-related activity
- X Other (describe below)
- Other factual information about prospective participants ability to comply with typical lease provisions that is supported by documentation on file with the CHA.**

(2) Waiting List Organization

- a. With which of the following program waiting lists is the section 8 tenant-based assistance waiting list merged? (select all that apply)
- X None
- ☐ Federal public housing
- ☐ Federal moderate rehabilitation
- ☐ Federal project-based certificate program
- ☐ Other federal or local program (list below)

b. Where may interested persons apply for admission to section 8 tenant-based assistance? (select all that apply)

X PHA main administrative office

X Other (list below)

Intake agents for all communities except Cheyenne

(3) Search Time

a. X Yes ☐ No: Does the PHA give extensions on standard 60-day period to search for a unit?

If yes, state circumstances below:

Disabled households requiring an accessible unit will be granted 60 additional days upon request.

(4) Admissions Preferences

a. Income targeting

☐ Yes X No: Does the PHA plan to exceed the federal targeting requirements by targeting more than 75% of all new admissions to the section 8 program to families at or below 30% of median area income?

b. Preferences

1. X Yes ☐ No: Has the PHA established preferences for admission to section 8 tenant-based assistance? (other than date and time of application) (if no, skip to subcomponent **(5) Special purpose section 8 assistance programs**)

2. Which of the following admission preferences does the PHA plan to employ in the coming year? (select all that apply from either former Federal preferences or other preferences)

Former Federal preferences

X Involuntary Displacement (Disaster, Government Action, Action of Housing Owner, Inaccessibility, Property Disposition)

☐ Victims of domestic violence

☐ Substandard housing

☐ Homelessness

☐ High rent burden (rent is > 50 percent of income)

Other preferences (select all that apply)

☐ Working families and those unable to work because of age or disability

☐ Veterans and veterans' families

- ☐ Residents who live and/or work in your jurisdiction
- ☐ Those enrolled currently in educational, training, or upward mobility programs
- ☐ Households that contribute to meeting income goals (broad range of incomes)
- ☐ Households that contribute to meeting income requirements (targeting)
- ☐ Those previously enrolled in educational, training, or upward mobility programs
- ☐ Victims of reprisals or hate crimes
- X Other preference(s) (list below)

Moves required by CHA

3. If the PHA will employ admissions preferences, please prioritize by placing a "1" in the space that represents your first priority, a "2" in the box representing your second priority, and so on. If you give equal weight to one or more of these choices (either through an absolute hierarchy or through a point system), place the same number next to each. That means you can use "1" more than once, "2" more than once, etc.

1 Date and Time

Former Federal preferences

- 1 Involuntary Displacement (Disaster, Government Action, Action of Housing Owner, Inaccessibility, Property Disposition)
- Victims of domestic violence
- Substandard housing
- Homelessness
- High rent burden

Other preferences (select all that apply)

- ☐ Working families and those unable to work because of age or disability
- ☐ Veterans and veterans' families
- ☐ Residents who live and/or work in your jurisdiction
- ☐ Those enrolled currently in educational, training, or upward mobility programs
- ☐ Households that contribute to meeting income goals (broad range of incomes)
- ☐ Households that contribute to meeting income requirements (targeting)
- ☐ Those previously enrolled in educational, training, or upward mobility programs
- ☐ Victims of reprisals or hate crimes
- 1 Other preference(s) (list below)

Moves required by CHA

4. Among applicants on the waiting list with equal preference status, how are applicants selected? (select one)

- X Date and time of application
- ☐ Drawing (lottery) or other random choice technique

5. If the PHA plans to employ preferences for “residents who live and/or work in the jurisdiction” (select one)

- ☐ This preference has previously been reviewed and approved by HUD
☐ The PHA requests approval for this preference through this PHA Plan

6. Relationship of preferences to income targeting requirements: (select one)

- ☐ The PHA applies preferences within income tiers
X Not applicable: the pool of applicant families ensures that the PHA will meet income targeting requirements

(5) Special Purpose Section 8 Assistance Programs

a. In which documents or other reference materials are the policies governing eligibility, selection, and admissions to any special-purpose section 8 program administered by the PHA contained? (select all that apply)

- X The Section 8 Administrative Plan
☐ Briefing sessions and written materials
☐ Other (list below)

b. How does the PHA announce the availability of any special-purpose section 8 programs to the public?

- X Through published notices
☐ Other (list below)

4. PHA Rent Determination Policies

[24 CFR Part 903.7 9 (d)]

A. Public Housing

Exemptions: PHAs that do not administer public housing are not required to complete sub-component 4A.

(1) Income Based Rent Policies

Describe the PHA’s income based rent setting policy/ies for public housing using, including discretionary (that is, not required by statute or regulation) income disregards and exclusions, in the appropriate spaces below.

a. Use of discretionary policies: (select one)

- X The PHA will not employ any discretionary rent-setting policies for income based rent in public housing. Income-based rents are set at the higher of 30% of adjusted monthly income, 10% of unadjusted monthly income, the welfare rent, or minimum rent (less HUD mandatory deductions and exclusions). (If selected, skip to sub-component (2))

---or---

- ☐ The PHA employs discretionary policies for determining income based rent (If selected, continue to question b.)

b. Minimum Rent

1. What amount best reflects the PHA's minimum rent? (select one)

- ☐ \$0
☐ \$1-\$25
X \$26-\$50

2. ☐ Yes X No: Has the PHA adopted any discretionary minimum rent hardship exemption policies?

3. If yes to question 2, list these policies below:

c. Rents set at less than 30% than adjusted income

1. ☐ Yes X No: Does the PHA plan to charge rents at a fixed amount or percentage less than 30% of adjusted income?

2. If yes to above, list the amounts or percentages charged and the circumstances under which these will be used below:

- d. Which of the discretionary (optional) deductions and/or exclusions policies does the PHA plan to employ (select all that apply)

- ☐ For the earned income of a previously unemployed household member
☐ For increases in earned income
☐ Fixed amount (other than general rent-setting policy)
If yes, state amount/s and circumstances below:

- ☐ Fixed percentage (other than general rent-setting policy)
If yes, state percentage/s and circumstances below:

- ☐ For household heads
- ☐ For other family members
- ☐ For transportation expenses
- ☐ For the non-reimbursed medical expenses of non-disabled or non-elderly families
- ☐ Other (describe below)

e. Ceiling rents

1. Do you have ceiling rents? (rents set at a level lower than 30% of adjusted income) (select one)

- ☐ Yes for all developments
- ☐ Yes but only for some developments
- X No

2. For which kinds of developments are ceiling rents in place? (select all that apply)

- ☐ For all developments
- ☐ For all general occupancy developments (not elderly or disabled or elderly only)
- ☐ For specified general occupancy developments
- ☐ For certain parts of developments; e.g., the high-rise portion
- ☐ For certain size units; e.g., larger bedroom sizes
- ☐ Other (list below)

3. Select the space or spaces that best describe how you arrive at ceiling rents (select all that apply)

- ☐ Market comparability study
- ☐ Fair market rents (FMR)
- ☐ 95th percentile rents
- ☐ 75 percent of operating costs
- ☐ 100 percent of operating costs for general occupancy (family) developments
- ☐ Operating costs plus debt service
- ☐ The "rental value" of the unit
- ☐ Other (list below)

f. Rent re-determinations:

1. Between income reexaminations, how often must tenants report changes in income or family composition to the PHA such that the changes result in an adjustment to rent? (select all that apply)

- ☐ Never
☒ At family option
☒ Any time the family experiences an income increase
☐ Any time a family experiences an income increase above a threshold amount or percentage: (if selected, specify threshold)_____
☐ Other (list below)

- g. ☐ Yes ☒ No: Does the PHA plan to implement individual savings accounts for residents (ISAs) as an alternative to the required 12 month disallowance of earned income and phasing in of rent increases in the next year?

(2) Flat Rents

1. In setting the market-based flat rents, what sources of information did the PHA use to establish comparability? (select all that apply.)

- ☒ The section 8 rent reasonableness study of comparable housing
☒ Survey of rents listed in local newspaper
☐ Survey of similar unassisted units in the neighborhood
☒ Other (list/describe below)

Flat rents are set at the cost to operate the program

B. Section 8 Tenant-Based Assistance

Exemptions: PHAs that do not administer Section 8 tenant-based assistance are not required to complete sub-component 4B. **Unless otherwise specified, all questions in this section apply only to the tenant-based section 8 assistance program (vouchers, and until completely merged into the voucher program, certificates).**

(1) Payment Standards

Describe the voucher payment standards and policies.

- a. What is the PHA's payment standard? (select the category that best describes your standard)

- ☐ At or above 90% but below 100% of FMR
☐ 100% of FMR
☒ Above 100% but at or below 110% of FMR
☐ Above 110% of FMR (if HUD approved; describe circumstances below)

- b. If the payment standard is lower than FMR, why has the PHA selected this standard? (select all that apply)
- ☐ FMRs are adequate to ensure success among assisted families in the PHA's segment of the FMR area
 - ☐ The PHA has chosen to serve additional families by lowering the payment standard
 - ☐ Reflects market or submarket
 - ☐ Other (list below)
- c. If the payment standard is higher than FMR, why has the PHA chosen this level? (select all that apply)
- X FMRs are not adequate to ensure success among assisted families in the PHA's segment of the FMR area
 - X Reflects market or submarket
 - X To increase housing options for families
 - ☐ Other (list below)
- d. How often are payment standards reevaluated for adequacy? (select one)
- X Annually
 - ☐ Other (list below)
- e. What factors will the PHA consider in its assessment of the adequacy of its payment standard? (select all that apply)
- X Success rates of assisted families
 - X Rent burdens of assisted families
 - ☐ Other (list below)

(2) Minimum Rent

- a. What amount best reflects the PHA's minimum rent? (select one)
- ☐ \$0
 - ☐ \$1-\$25
 - X \$26-\$50
- b. ☐ Yes X No: Has the PHA adopted any discretionary minimum rent hardship exemption policies? (if yes, list below)

5. Operations and Management

[24 CFR Part 903.7 9 (e)]

Exemptions from Component 5: High performing and small PHAs are not required to complete this section. Section 8 only PHAs must complete parts A, B, and C(2)

A. PHA Management Structure

Describe the PHA's management structure and organization.

(select one)

- ☒ An organization chart showing the PHA's management structure and organization is attached.
- ☐ A brief description of the management structure and organization of the PHA follows:

B. HUD Programs Under PHA Management

List Federal programs administered by the PHA, number of families served at the beginning of the upcoming fiscal year, and expected turnover in each. (Use "NA" to indicate that the PHA does not operate any of the programs listed below.)

| Program Name | Units or Families Served at Year Beginning | Expected Turnover |
|---|---|--------------------------|
| Public Housing | 341 | 70 units |
| Section 8 Vouchers | 1531 | 600 vouchers |
| Section 8 Certificates | NA | NA |
| Section 8 Mod Rehab | 16 | 0 |
| Special Purpose Section 8 Certificates/Vouchers (list individually) | NA | NA |
| Public Housing Drug Elimination Program (PHDEP) | NA | NA |
| | | |
| | | |
| Other Federal Programs(list individually) | NA | NA |
| | | |
| | | |

C. Management and Maintenance Policies

List the PHA's public housing management and maintenance policy documents, manuals and handbooks that contain the Agency's rules, standards, and policies that govern maintenance and management of public housing, including a description of any measures necessary for the prevention or eradication of pest infestation (which includes cockroach infestation) and the policies governing Section 8 management.

- (1) Public Housing Maintenance and Management: (list below)
 - Admissions and Continued Occupancy Policy
 - Maintenance Policy
- (2) Section 8 Management: (list below)
 - Section 8 Administrative Plan

6. PHA Grievance Procedures

[24 CFR Part 903.7 9 (f)]

Exemptions from component 6: High performing PHAs are not required to complete component 6. Section 8-Only PHAs are exempt from sub-component 6A.

A. Public Housing

1. ☐ Yes ☒ No: Has the PHA established any written grievance procedures in addition to federal requirements found at 24 CFR Part 966, Subpart B, for residents of public housing?

If yes, list additions to federal requirements below:

2. Which PHA office should residents or applicants to public housing contact to initiate the PHA grievance process? (select all that apply)

- ☒ PHA main administrative office
- ☐ PHA development management offices
- ☐ Other (list below)

B. Section 8 Tenant-Based Assistance

1. ☐ Yes ☒ No: Has the PHA established informal review procedures for applicants to the Section 8 tenant-based assistance program and informal hearing procedures for families assisted by the Section 8 tenant-based assistance program in addition to federal requirements found at 24 CFR 982?

If yes, list additions to federal requirements below:

2. Which PHA office should applicants or assisted families contact to initiate the informal review and informal hearing processes? (select all that apply)

- ☒ PHA main administrative office
☐ Other (list below)

7. Capital Improvement Needs

[24 CFR Part 903.7 9 (g)]

Exemptions from Component 7: Section 8 only PHAs are not required to complete this component and may skip to Component 8.

A. Capital Fund Activities

Exemptions from sub-component 7A: PHAs that will not participate in the Capital Fund Program may skip to component 7B. All other PHAs must complete 7A as instructed.

(1) Capital Fund Program Annual Statement

Using parts I, II, and III of the Annual Statement for the Capital Fund Program (CFP), identify capital activities the PHA is proposing for the upcoming year to ensure long-term physical and social viability of its public housing developments. This statement can be completed by using the CFP Annual Statement tables provided in the table library at the end of the PHA Plan template **OR**, at the PHA's option, by completing and attaching a properly updated HUD-52837.

Select one:

- ☐ The Capital Fund Program Annual Statement is provided as an attachment to the PHA Plan at Attachment (state name)

-or-

- X The Capital Fund Program Annual Statement is provided below: (if selected, copy the CFP Annual Statement from the Table Library and insert here)

(2) Optional 5-Year Action Plan

Agencies are encouraged to include a 5-Year Action Plan covering capital work items. This statement can be completed by using the 5 Year Action Plan table provided in the table library at the end of the PHA Plan template **OR** by completing and attaching a properly updated HUD-52834.

- a. X Yes ☐ No: Is the PHA providing an optional 5-Year Action Plan for the Capital Fund? (if no, skip to sub-component 7B)

- b. If yes to question a, select one:

☐ The Capital Fund Program 5-Year Action Plan is provided as an attachment to the PHA Plan at Attachment (state name

-or-

X The Capital Fund Program 5-Year Action Plan is provided below: (if selected, copy the CFP optional 5 Year Action Plan from the Table Library and insert here)

B. HOPE VI and Public Housing Development and Replacement Activities (Non-Capital Fund)

Applicability of sub-component 7B: All PHAs administering public housing. Identify any approved HOPE VI and/or public housing development or replacement activities not described in the Capital Fund Program Annual Statement.

☐ Yes X No: a) Has the PHA received a HOPE VI revitalization grant? (if no, skip to question c; if yes, provide responses to question b for each grant, copying and completing as many times as necessary)
b) Status of HOPE VI revitalization grant (complete one set of questions for each grant)

1. Development name:
2. Development (project) number:
3. Status of grant: (select the statement that best describes the current status)

- ☐ Revitalization Plan under development
- ☐ Revitalization Plan submitted, pending approval
- ☐ Revitalization Plan approved
- ☐ Activities pursuant to an approved Revitalization Plan underway

☐ Yes X No: c) Does the PHA plan to apply for a HOPE VI Revitalization grant in the Plan year?
If yes, list development name/s below:

☐ Yes X No: d) Will the PHA be engaging in any mixed-finance development activities for public housing in the Plan year?
If yes, list developments or activities below:

- ☐ Yes X No: e) Will the PHA be conducting any other public housing development or replacement activities not discussed in the Capital Fund Program Annual Statement?
If yes, list developments or activities below:

8. Demolition and Disposition

[24 CFR Part 903.7 9 (h)]

Applicability of component 8: Section 8 only PHAs are not required to complete this section.

1. ☐ Yes X No: Does the PHA plan to conduct any demolition or disposition activities (pursuant to section 18 of the U.S. Housing Act of 1937 (42 U.S.C. 1437p)) in the plan Fiscal Year? (If “No”, skip to component 9; if “yes”, complete one activity description for each development.)

2. Activity Description

- ☐ Yes ☐ No: Has the PHA provided the activities description information in the **optional** Public Housing Asset Management Table? (If “yes”, skip to component 9. If “No”, complete the Activity Description table below.)

| Demolition/Disposition Activity Description |
|---|
| 1a. Development name: |
| 1b. Development (project) number: |
| 2. Activity type: Demolition <input type="checkbox"/> Disposition <input type="checkbox"/> |
| 3. Application status (select one) Approved <input type="checkbox"/> Submitted, pending approval <input type="checkbox"/> Planned application <input type="checkbox"/> |
| 4. Date application approved, submitted, or planned for submission: <u>(DD/MM/YY)</u> |
| 5. Number of units affected: |
| 6. Coverage of action (select one) <input type="checkbox"/> Part of the development <input type="checkbox"/> Total development |
| 7. Timeline for activity: a. Actual or projected start date of activity: b. Projected end date of activity: |

9. Designation of Public Housing for Occupancy by Elderly Families or Families with Disabilities or Elderly Families and Families with Disabilities

[24 CFR Part 903.7 9 (i)]

Exemptions from Component 9; Section 8 only PHAs are not required to complete this section.

1. ☐ Yes ☒ No: Has the PHA designated or applied for approval to designate or does the PHA plan to apply to designate any public housing for occupancy only by the elderly families or only by families with disabilities, or by elderly families and families with disabilities or will apply for designation for occupancy by only elderly families or only families with disabilities, or by elderly families and families with disabilities as provided by section 7 of the U.S. Housing Act of 1937 (42 U.S.C. 1437e) in the upcoming fiscal year? (If “No”, skip to component 10. If “yes”, complete one activity description for each development, unless the PHA is eligible to complete a streamlined submission; PHAs completing streamlined submissions may skip to component 10.)

2. Activity Description

- ☐ Yes ☐ No: Has the PHA provided all required activity description information for this component in the **optional** Public Housing Asset Management Table? If “yes”, skip to component 10. If “No”, complete the Activity Description table below.

| Designation of Public Housing Activity Description |
|--|
| 1a. Development name: |
| 1b. Development (project) number: |
| 2. Designation type: Occupancy by only the elderly <input type="checkbox"/> Occupancy by families with disabilities <input type="checkbox"/> Occupancy by only elderly families and families with disabilities <input type="checkbox"/> |
| 3. Application status (select one) Approved; included in the PHA's Designation Plan <input type="checkbox"/> Submitted, pending approval <input type="checkbox"/> Planned application <input type="checkbox"/> |
| 4. Date this designation approved, submitted, or planned for submission: (DD/MM/YY) |
| 5. If approved, will this designation constitute a (select one) <input type="checkbox"/> New Designation Plan <input type="checkbox"/> Revision of a previously-approved Designation Plan? |
| 6. Number of units affected: |
| 7. Coverage of action (select one) |

- ☐ Part of the development
☐ Total development

10. Conversion of Public Housing to Tenant-Based Assistance

[24 CFR Part 903.7 9 (j)]

Exemptions from Component 10; Section 8 only PHAs are not required to complete this section.

A. Assessments of Reasonable Revitalization Pursuant to section 202 of the HUD FY 1996 HUD Appropriations Act

1. ☐ Yes ☒ No: Have any of the PHA's developments or portions of developments been identified by HUD or the PHA as covered under section 202 of the HUD FY 1996 HUD Appropriations Act? (If "No", skip to component 11; if "yes", complete one activity description for each identified development, unless eligible to complete a streamlined submission. PHAs completing streamlined submissions may skip to component 11.)

2. Activity Description

- ☐ Yes ☐ No: Has the PHA provided all required activity description information for this component in the **optional** Public Housing Asset Management Table? If "yes", skip to component 11. If "No", complete the Activity Description table below.

| Conversion of Public Housing Activity Description | |
|---|--|
| 1a. Development name: | |
| 1b. Development (project) number: | |
| 2. What is the status of the required assessment? | |
| <input type="checkbox"/> Assessment underway <input type="checkbox"/> Assessment results submitted to HUD <input type="checkbox"/> Assessment results approved by HUD (if marked, proceed to next question) <input type="checkbox"/> Other (explain below) | |
| 3. <input type="checkbox"/> Yes <input type="checkbox"/> No: Is a Conversion Plan required? (If yes, go to block 4; if no, go to block 5.) | |
| 4. Status of Conversion Plan (select the statement that best describes the current status) | |
| <input type="checkbox"/> Conversion Plan in development <input type="checkbox"/> Conversion Plan submitted to HUD on: (DD/MM/YYYY) <input type="checkbox"/> Conversion Plan approved by HUD on: (DD/MM/YYYY) <input type="checkbox"/> Activities pursuant to HUD-approved Conversion Plan underway | |

5. Description of how requirements of Section 202 are being satisfied by means other than conversion (select one)

- ☐ Units addressed in a pending or approved demolition application (date submitted or approved:
- ☐ Units addressed in a pending or approved HOPE VI demolition application (date submitted or approved:)
- ☐ Units addressed in a pending or approved HOPE VI Revitalization Plan (date submitted or approved:)
- ☐ Requirements no longer applicable: vacancy rates are less than 10 percent
- ☐ Requirements no longer applicable: site now has less than 300 units
- ☐ Other: (describe below)

B. Reserved for Conversions pursuant to Section 22 of the U.S. Housing Act of 1937

C. Reserved for Conversions pursuant to Section 33 of the U.S. Housing Act of 1937

11. Homeownership Programs Administered by the PHA

[24 CFR Part 903.7 9 (k)]

A. Public Housing

Exemptions from Component 11A: Section 8 only PHAs are not required to complete 11A.

1. ☐ Yes X No: Does the PHA administer any homeownership programs administered by the PHA under an approved section 5(h) homeownership program (42 U.S.C. 1437c(h)), or an approved HOPE I program (42 U.S.C. 1437aaa) or has the PHA applied or plan to apply to administer any homeownership programs under section 5(h), the HOPE I program, or section 32 of the U.S. Housing Act of 1937 (42 U.S.C. 1437z-4). (If “No”, skip to component 11B; if “yes”, complete one activity description for each applicable program/plan, unless eligible to complete a streamlined submission due to **small PHA** or **high performing PHA** status. PHAs completing streamlined submissions may skip to component 11B.)

2. Activity Description

- ☐ Yes ☐ No: Has the PHA provided all required activity description information for this component in the **optional** Public Housing Asset Management Table? (If “yes”, skip to component 12. If “No”, complete the Activity Description table below.)

| Public Housing Homeownership Activity Description (Complete one for each development affected) |
|--|
| 1a. Development name: 1b. Development (project) number: |
| 2. Federal Program authority: <input type="checkbox"/> HOPE I <input type="checkbox"/> 5(h) <input type="checkbox"/> Turnkey III <input type="checkbox"/> Section 32 of the USHA of 1937 (effective 10/1/99) |
| 3. Application status: (select one) <input type="checkbox"/> Approved; included in the PHA’s Homeownership Plan/Program <input type="checkbox"/> Submitted, pending approval <input type="checkbox"/> Planned application |
| 4. Date Homeownership Plan/Program approved, submitted, or planned for submission: (DD/MM/YYYY) |
| 5. Number of units affected: 6. Coverage of action: (select one) <input type="checkbox"/> Part of the development <input type="checkbox"/> Total development |

B. Section 8 Tenant Based Assistance

1. ☐ Yes X No: Does the PHA plan to administer a Section 8 Homeownership program pursuant to Section 8(y) of the U.S.H.A. of 1937, as implemented by 24 CFR part 982 ? (If “No”, skip to component 12; if “yes”, describe each program using the table below (copy and complete questions for each program identified), unless the PHA is eligible to complete a streamlined submission due to high performer status. **High performing PHAs** may skip to component 12.)

2. Program Description:

a. Size of Program

☐ Yes ☐ No: Will the PHA limit the number of families participating in the section 8 homeownership option?

If the answer to the question above was yes, which statement best describes the number of participants? (select one)

- ☐ 25 or fewer participants
- ☐ 26 - 50 participants
- ☐ 51 to 100 participants
- ☐ more than 100 participants

b. PHA-established eligibility criteria

☐ Yes ☐ No: Will the PHA's program have eligibility criteria for participation in its Section 8 Homeownership Option program in addition to HUD criteria?

If yes, list criteria below:

12. PHA Community Service and Self-sufficiency Programs

[24 CFR Part 903.7 9 (l)]

Exemptions from Component 12: High performing and small PHAs are not required to complete this component. Section 8-Only PHAs are not required to complete sub-component C.

A. PHA Coordination with the Welfare (TANF) Agency

1. Cooperative agreements:

☐ Yes ☒ No: Has the PHA entered into a cooperative agreement with the TANF Agency, to share information and/or target supportive services (as contemplated by section 12(d)(7) of the Housing Act of 1937)?

If yes, what was the date that agreement was signed? DD/MM/YY

2. Other coordination efforts between the PHA and TANF agency (select all that apply)

- X Client referrals
- X Information sharing regarding mutual clients (for rent determinations and otherwise)
- ☐ Coordinate the provision of specific social and self-sufficiency services and programs to eligible families
- ☐ Jointly administer programs
- ☐ Partner to administer a HUD Welfare-to-Work voucher program
- ☐ Joint administration of other demonstration program
- ☐ Other (describe)

B. Services and programs offered to residents and participants

(1) General

a. Self-Sufficiency Policies

Which, if any of the following discretionary policies will the PHA employ to enhance the economic and social self-sufficiency of assisted families in the following areas? (select all that apply)

- ☐ Public housing rent determination policies
☒ Public housing admissions policies
☒ Section 8 admissions policies
☐ Preference in admission to section 8 for certain public housing families
☐ Preferences for families working or engaging in training or education programs for non-housing programs operated or coordinated by the PHA
☐ Preference/eligibility for public housing homeownership option participation
☐ Preference/eligibility for section 8 homeownership option participation
☒ Other policies (list below)

The CHA administers an FSS program

b. Economic and Social self-sufficiency programs

- ☐ Yes ☒ No: Does the PHA coordinate, promote or provide any programs to enhance the economic and social self-sufficiency of residents? (If “yes”, complete the following table; if “no” skip to sub-component 2, Family Self Sufficiency Programs. The position of the table may be altered to facilitate its use.)

| Services and Programs | | | | |
|--|-------------------|--|--|--|
| Program Name & Description (including location, if appropriate) | Estimated Size | Allocation Method (waiting list/random selection/specific criteria/other) | Access (development office / PHA main office / other provider name) | Eligibility (public housing or section 8 participants or both) |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

(2) Family Self Sufficiency program/s

a. Participation Description

| Family Self Sufficiency (FSS) Participation | | |
|---|--|---|
| Program | Required Number of Participants (start of FY 2000 Estimate) | Actual Number of Participants (As of: 12/1/03) |
| Public Housing | 0 | 3 |
| Section 8 | 25 | 19 |

- b. X Yes ☐ No: If the PHA is not maintaining the minimum program size required by HUD, does the most recent FSS Action Plan address the steps the PHA plans to take to achieve at least the minimum program size?
If no, list steps the PHA will take below:

C. Welfare Benefit Reductions

1. The PHA is complying with the statutory requirements of section 12(d) of the U.S. Housing Act of 1937 (relating to the treatment of income changes resulting from welfare program requirements) by: (select all that apply)
- X Adopting appropriate changes to the PHA's public housing rent determination policies and train staff to carry out those policies
 - X Informing residents of new policy on admission and reexamination
 - X Actively notifying residents of new policy at times in addition to admission and reexamination.
 - X Establishing or pursuing a cooperative agreement with all appropriate TANF agencies regarding the exchange of information and coordination of services
 - X Establishing a protocol for exchange of information with all appropriate TANF agencies
 - ☐ Other: (list below)

D. Reserved for Community Service Requirement pursuant to section 12(c) of the U.S. Housing Act of 1937

The CHA has implemented the Community Service Requirement.

13. PHA Safety and Crime Prevention Measures

[24 CFR Part 903.7 9 (m)]

Exemptions from Component 13: High performing and small PHAs not participating in PHDEP and Section 8 Only PHAs may skip to component 15. High Performing and small PHAs that are participating in PHDEP and are submitting a PHDEP Plan with this PHA Plan may skip to sub-component D.

A. Need for measures to ensure the safety of public housing residents

1. Describe the need for measures to ensure the safety of public housing residents

(select all that apply)

- ☐ High incidence of violent and/or drug-related crime in some or all of the PHA's developments
- ☐ High incidence of violent and/or drug-related crime in the areas surrounding or adjacent to the PHA's developments
- ☐ Residents fearful for their safety and/or the safety of their children
- ☐ Observed lower-level crime, vandalism and/or graffiti
- ☐ People on waiting list unwilling to move into one or more developments due to perceived and/or actual levels of violent and/or drug-related crime
- ☒ Other (describe below)
 - Resident comments that refer to safety as a general concern

2. What information or data did the PHA used to determine the need for PHA actions to improve safety of residents (select all that apply).

- ☒ Safety and security survey of residents
- ☐ Analysis of crime statistics over time for crimes committed "in and around" public housing authority
- ☐ Analysis of cost trends over time for repair of vandalism and removal of graffiti
- ☐ Resident reports
- ☐ PHA employee reports
- ☐ Police reports
- ☐ Demonstrable, quantifiable success with previous or ongoing anticrime/anti drug programs
- ☐ Other (describe below)

1. Which developments are most affected? (list below)

- Elderly/Disables resident tend to provide these comments and respond to the survey

B. Crime and Drug Prevention activities the PHA has undertaken or plans to undertake in the next PHA fiscal year

1. List the crime prevention activities the PHA has undertaken or plans to undertake: (select all that apply)

- ☐ Contracting with outside and/or resident organizations for the provision of crime- and/or drug-prevention activities
- ☐ Crime Prevention Through Environmental Design
- ☐ Activities targeted to at-risk youth, adults, or seniors
- ☒ Volunteer Resident Patrol/Block Watchers Program
- ☐ Other (describe below)

2. Which developments are most affected? (list below)

- Elderly/Disabled properties are most conducive to Neighborhood Watch type programs. The CHA Family portfolio is comprised of scattered site single family homes that are not concentrated in a specific neighborhood.

C. Coordination between PHA and the police

1. Describe the coordination between the PHA and the appropriate police precincts for carrying out crime prevention measures and activities: (select all that apply)

- ☐ Police involvement in development, implementation, and/or ongoing evaluation of drug-elimination plan
- ☒ Police provide crime data to housing authority staff for analysis and action
- ☐ Police have established a physical presence on housing authority property (e.g., community policing office, officer in residence)
- ☐ Police regularly testify in and otherwise support eviction cases
- ☐ Police regularly meet with the PHA management and residents
- ☐ Agreement between PHA and local law enforcement agency for provision of above-baseline law enforcement services
- ☐ Other activities (list below)

2. Which developments are most affected? (list below)

- All CHA properties

D. Additional information as required by PHDEP/PHDEP Plan

PHAs eligible for FY 2000 PHDEP funds must provide a PHDEP Plan meeting specified requirements prior to receipt of PHDEP funds.

- ☐ Yes ☐ No: Is the PHA eligible to participate in the PHDEP in the fiscal year covered by this PHA Plan?
- ☐ Yes ☐ No: Has the PHA included the PHDEP Plan for FY 2000 in this PHA Plan?
- ☐ Yes ☐ No: This PHDEP Plan is an Attachment. (Attachment Filename: ____)

14. RESERVED FOR PET POLICY

[24 CFR Part 903.7 9 (n)]

The CHA has amended the Public Housing Admissions and Continued Occupancy Policy to incorporate the Pets in Public Housing Requirements, in accordance with HUD guidance. The Pet Policy is only applicable to Family Households and permits those households to have a pet within adopted restrictions.

15. Civil Rights Certifications

[24 CFR Part 903.7 9 (o)]

Civil rights certifications are included in the PHA Plan Certifications of Compliance with the PHA Plans and Related Regulations.

16. Fiscal Audit

[24 CFR Part 903.7 9 (p)]

1. X Yes ☐ No: Is the PHA required to have an audit conducted under section 5(h)(2) of the U.S. Housing Act of 1937 (42 U.S.C. 1437c(h))?
(If no, skip to component 17.)
2. X Yes ☐ No: Was the most recent fiscal audit submitted to HUD?
3. ☐ Yes X No: Were there any findings as the result of that audit? **Not related to HUD funded programs**
4. ☐ Yes X No: If there were any findings, do any remain unresolved?
If yes, how many unresolved findings remain? _____
5. ☐ Yes ☐ No: Have responses to any unresolved findings been submitted to HUD?
If not, when are they due (state below)?

17. PHA Asset Management

[24 CFR Part 903.7 9 (q)]

Exemptions from component 17: Section 8 Only PHAs are not required to complete this component. High performing and small PHAs are not required to complete this component.

1. ☒ Yes ☐ No: Is the PHA engaging in any activities that will contribute to the long-term asset management of its public housing stock, including how the Agency will plan for long-term operating, capital investment, rehabilitation, modernization, disposition, and other needs that have **not** been addressed elsewhere in this PHA Plan?

2. What types of asset management activities will the PHA undertake? (select all that apply)

- ☐ Not applicable
- ☐ Private management
- ☐ Development-based accounting
- ☒ Comprehensive stock assessment
- ☐ Other: (list below)

3. ☐ Yes ☒ No: Has the PHA included descriptions of asset management activities in the **optional** Public Housing Asset Management Table?

18. Other Information

[24 CFR Part 903.7 9 (r)]

A. Resident Advisory Board Recommendations

1. ☐ Yes ☒ No: Did the PHA receive any comments on the PHA Plan from the Resident Advisory Board/s?

2. If yes, the comments are: (if comments were received, the PHA **MUST** select one)

- ☐ Attached at Attachment (File name)
- ☐ Provided below:

3. In what manner did the PHA address those comments? (select all that apply)

- ☐ Considered comments, but determined that no changes to the PHA Plan were necessary.
- ☐ The PHA changed portions of the PHA Plan in response to comments
List changes below:
- ☒ Other: (list below)

Minutes of the Public Hearing
For the 2005 Agency Plan

A public hearing for the 2005 Agency Plan of the Cheyenne Housing Authority (CHA) was held on 1/10/05 at 5:00 PM at the CHA Administration Offices. Attendance included:

- Dick Loseke, Chairman, CHA Board of Commissioners;
- Michael Stanfield, Executive Director, CHA
- Debbie Stamm, Housing Supervisor, CHA
- Gerry McGowen, Resident Services Coordinator, CHA
- Residents, including:
 - Jeannie Wilcox
 - Martha Van Valkenburg
 - Ruth Page
 - Dianna Fleck

- William Sinon
- Bob Bunnell
- Valentine (Shorty) Newton
- Carol Sharpe
- Emmi Shipman
- Harry Miller
- Pearl Shiflett
- Johanah Miller
- Linda Fisher
- Jerry Sergerson
- Lillian Browne

Mr. Loseke, opened the public hearing and thanked all of the resident for attending. He explained that the CHA is seeking their comments and suggestion for the 2005 Agency Plan and for the operations of the CHA in general. He asked Mr. Stanfield to review recent policy changes, proposed policy changes and the 2005 Agency Plan.

Mr. Stanfield explained the recent HUD funding cuts relative to the Housing Choice Voucher program. He also explained that the CHA Board of Commissioners recently adopted changes to the Maintenance Policy, which has some bearing on the residents of public housing. The primary issue of importance seems to be the policy statement regarding snow removal, which was explained to the residents. Mr. Stanfield explained that the CHA Board of Commissioners is considering changes to the Admissions and Continued Occupancy Policy, Section 8 Administrative Plan and the Capitalization Policy. He reviewed, in detail, the changes to the ACOP and Admin Plan, and explained the impact on the residents.

Mr. Stanfield then presented the 2005 Agency Plan. He reviewed the plan, with special emphasis on the Capital Fund Plan and Flat Rents. He explained that the Flat Rents did not change last year, but that the CHA will be increasing the Flat Rents by approximately 10% this year. Mr. Stanfield reviewed the 2005 Capital Fund Plan, explaining the proposed work items and how the priorities were determined. He further explained the CFP Five Year Plan for each project. He reviewed in detail the CFP Five Year Plan for the projects represented by residents in attendance at the public hearing. Tenants questioned the priorities of some items, and expressed a desire to have their drapes replaced, specifically at the Burke High Rise. Mr. Stanfield reviewed the plan and priorities for the Burke High Rise and asked for suggestions for re-prioritizing the work items. The residents agreed that the priorities seem to be correctly ordered, recognizing that replacing the drapes is scheduled for 2009.

Several tenants posed several questions regarding specific maintenance issues, the pet policy, access to the circuit breakers and the fact that the washing machines need to be balanced and possibly replaced. Mr. Stanfield indicated that he would follow up on these issues and provide a response, through the Resident Services Coordinator, at their next resident council meetings. The residents also thanked the CHA for addressing their previous concerns, including snow removal.

There being no further comments, or issues to be discussed, Mr. Loseke adjourned the public hearing.

B. Description of Election process for Residents on the PHA Board

1. X Yes ☐ No: Does the PHA meet the exemption criteria provided section 2(b)(2) of the U.S. Housing Act of 1937? (If no, continue to question 2; if yes, skip to sub-component C.)

2. ☐ Yes ☐ No: Was the resident who serves on the PHA Board elected by the residents? (If yes, continue to question 3; if no, skip to sub-component C.)

3. Description of Resident Election Process

a. Nomination of candidates for place on the ballot: (select all that apply)

- ☐ Candidates were nominated by resident and assisted family organizations
☐ Candidates could be nominated by any adult recipient of PHA assistance
☐ Self-nomination: Candidates registered with the PHA and requested a place on ballot
☐ Other: (describe)

b. Eligible candidates: (select one)

- ☐ Any recipient of PHA assistance
☐ Any head of household receiving PHA assistance
☐ Any adult recipient of PHA assistance
☐ Any adult member of a resident or assisted family organization
☐ Other (list)

c. Eligible voters: (select all that apply)

- ☐ All adult recipients of PHA assistance (public housing and section 8 tenant-based assistance)
☐ Representatives of all PHA resident and assisted family organizations
☐ Other (list)

C. Statement of Consistency with the Consolidated Plan

For each applicable Consolidated Plan, make the following statement (copy questions as many times as necessary).

1. Consolidated Plan jurisdiction: **City of Cheyenne, as prepared and certified to by the Housing and Community Development office.**

2. The PHA has taken the following steps to ensure consistency of this PHA Plan with the Consolidated Plan for the jurisdiction: (select all that apply)

- ☐ The PHA has based its statement of needs of families in the jurisdiction on the needs expressed in the Consolidated Plan/s.
X The PHA has participated in any consultation process organized and offered by the Consolidated Plan agency in the development of the Consolidated Plan.
X The PHA has consulted with the Consolidated Plan agency during the development of this PHA Plan.

X Activities to be undertaken by the PHA in the coming year are consistent with the initiatives contained in the Consolidated Plan. (list below)

☐ Other: (list below)

4. The Consolidated Plan of the jurisdiction supports the PHA Plan with the following actions and commitments: (describe below)

D. Other Information Required by HUD

Use this section to provide any additional information requested by HUD.

Substantial Deviations

The CHA will apply the following definition of substantial deviation from the Agency Plan that will require formal action by the Board of Commissioners:

Substantial deviations or significant amendments or modification are defined as discretionary changes in the plans or policies of the CHA that fundamentally change the mission, goals, objectives or plans of the agency and which require formal approval of the CHA Board of Commissioners.

Attachments

Use this section to provide any additional attachments referenced in the Plans.

ATTACHMENT B - CHA Progress Report

The CHA provides the following progress report relative to the 5 Year Plan.

PHA Goal: Expand the supply of assisted housing

Objective: Apply for additional rental vouchers

Progress: The CHA has been unable to apply for additional rental vouchers because of a lack of funding for new Housing Choice Vouchers. Additionally, HUD recently notified the CHA of the funding for HCV program in 2005. This funding notification results in the CHA being able to support only 1401 vouchers as compared to the 1531 the CHA had under lease.

Objective: Maintain a public housing vacancy rate of less than 5%

Progress: The CHA has maintained a public housing vacancy rate of less than 5%

Objective: Continue efforts to address housing needs, by leveraging resources as needs are quantifiably determined.

Progress: The CHA absorbed the WCDA statewide Section 8 program into its voucher program inventory. This has resulted in an expansion of the CHA Section 8 program to 1531 vouchers.

Objective: Fully utilize the resources available to the CHA, specifically the voucher program resources.

Progress: The CHA has achieved full utilization of both units and dollars under the voucher program.

PHA Goal: Improve quality of assisted housing

Objective: Achieve and maintain High Performer status

Progress: The CHA has been recognized as a Standard Performer

Objective: Achieve and maintain High Performer status under SEMAP

Progress: The CHA has been recognized as a Standard Performer.

Objective: Continue to Resident Initiative efforts

Progress: The CHA continues to fund a Resident Services Coordinator position in an effort to enhance Resident Initiative efforts. This has been very successful, not only in encouraging more resident participation and enhancing the sense of community within our projects, but was also instrumental in improving the RASS score.

Objective: Continue to utilize Capital Funds to the maximum benefit

Progress: The CHA has developed and submitted, along with the Annual PHA Plan Update, the Capital Fund Annual Statement and 5-Year Plan which incorporates comments and suggestions submitted by the residents.

PHA Goal: Increase assisted housing choices

Objective: Continue mobility counseling

Progress: The CHA has continued to provide mobility counseling through the use of the Housing Assistance Guide and one-on-one counseling

Objective: Assist rural communities throughout the state with the administration of assisted housing programs, thereby increasing assisted housing choices

Progress: The CHA administers Section 8 voucher program in various communities throughout the state of Wyoming. Additionally, the CHA has absorbed the Laramie public housing program from WCDA (effective 4/1/02) which has increased the CHA involvement in assisting rural communities meet their affordable housing needs.

PHA Goal: Provide an improved living environment

Objective: Utilize Capital Funds to address security improvement concerns of the residents, as warranted.

Progress: The CHA has been determined to be an ineligible applicant for PHDEP funds, due to the fact that the CHA had not previously received PHDEP funding. The attached Capital Fund information includes proposed work items to address these concerns. Additionally, the CHA has expended Operating Funds to address security and safety concerns that have been raised by the residents and annually testing the fire alarm/fire sprinkler system among other items.

PHA Goal: Promote self-sufficiency and asset development of assisted households

Progress: The CHA has achieved tremendous success through the administration of the FSS program. The CHA has successfully graduated more than 12 FSS participants and has loaned escrow funds to a participant for the purchase of a vehicle in order to assist that participants self-sufficiency efforts. The CHA has initiated a communication with the local Welfare Agency in order to adopt a Memorandum of Agreement to enable the cooperation among our agencies and the sharing of participant information as appropriate. The CHA has achieved substantial success in the area of raising funds to support the FSS program.

PHA Goal: Ensure equal opportunity and affirmatively further fair housing

Progress: The CHA continues to ensure access and provide a suitable living environment regardless of race, color, religion, national origin, sex, familial status and disability.

ATTACHMENT C - Deconcentration

The CHA has analyzed its covered developments to determine what, if any, measures need to be taken to alleviate potential concentrations of low income families in certain areas or projects. The CHA inventory of covered developments is comprised of single family homes scattered throughout Cheyenne and Laramie. Additionally, the distribution of incomes among those properties is varied. Therefore, there is no additional measure needed to correct concentrations of income brackets in certain areas.

ATTACHMENT D - Voluntary Conversion

The CHA has initially analyzed each of its development's operations as public housing, considered the implications of converting the public housing to tenant-based assistance. The CHA has concluded that conversion of the developments to tenant-based vouchers may not be feasible because the cost to operate these public housing units is less expensive than the section 8 voucher program, there is no foreseeable benefit to the families to convert and converting the units may in fact adversely affect the availability of affordable housing in the community. Since the CHA does not have applicable units concentrated in any one area, conversion could not result in a more uniform distribution of assisted units throughout the community. The CHA has performed an initial cost analysis relative to voluntarily converting its 97 family public housing units and determined that converting the units would not be consistent with the mission of the CHA to provide various affordable housing opportunities. The applicable low rent public housing units are in very good condition and will remain feasible for the foreseeable future. However, the CHA retains the option of reconsidering the possibility of voluntarily converting these public housing units in the future.

A. How many of the PHA's developments are subject to the Required Initial Assessment?

6 developments - 97 single family houses scattered throughout Cheyenne.

B. How many of the PHA's development are not subject to the Required Initial Assessments based upon exemptions?

3 developments - 167 elderly/disabled multi family units

C. How many Assessments were conducted for the PHA's covered developments?

One general assessment was conducted encompassing all of the covered developments and units.

D. Identify PHA developments that may be appropriate for conversion based on the Required Initial Assessment:

None

E. If the PHA has not implemented the Required Initial Assessments, describe the status of these assessments:

The CHA has performed an initial assessment to determine the feasibility. The CHA has not performed a market analysis as a comparative tool.

PHA Plan Table Library

Component 7 Capital Fund Program Annual Statement Parts I, II, and II

Annual Statement

Capital Fund Program (CFP) Part I: Summary

Capital Fund Grant Number FFY of Grant Approval: (04/2005)

☐ Original Annual Statement

| Line No. | Summary by Development Account | Total Estimated Cost |
|----------|---|----------------------|
| 1 | Total Non-CGP Funds | |
| 2 | 1406 Operations | 100,333 |
| 3 | 1408 Management Improvements | |
| 4 | 1410 Administration | 50,167 |
| 5 | 1411 Audit | 5,000 |
| 6 | 1415 Liquidated Damages | |
| 7 | 1430 Fees and Costs | 3,000 |
| 8 | 1440 Site Acquisition | |
| 9 | 1450 Site Improvement | 38,000 |
| 10 | 1460 Dwelling Structures | 275,767 |
| 11 | 1465.1 Dwelling Equipment-Nonexpendable | 20,000 |
| 12 | 1470 Nondwelling Structures | |
| 13 | 1475 Nondwelling Equipment | 9,400 |
| 14 | 1485 Demolition | |
| 15 | 1490 Replacement Reserve | |
| 16 | 1492 Moving to Work Demonstration | |
| 17 | 1495.1 Relocation Costs | |
| 18 | 1498 Mod Used for Development | |
| 19 | 1502 Contingency | |
| 20 | Amount of Annual Grant (Sum of lines 2-19) | 501,667 |
| 21 | Amount of line 20 Related to LBP Activities | |
| 22 | Amount of line 20 Related to Section 504 Compliance | |
| 23 | Amount of line 20 Related to Security | |
| 24 | Amount of line 20 Related to Energy Conservation Measures | |

Annual Statement

Capital Fund Program (CFP) Part II: Supporting Table

| Development Number/Name HA-Wide Activities | General Description of Major Work Categories | Development Account Number | Total Estimated Cost |
|--|--|-------------------------------|----------------------------|
| Proj. 2-8 | Replace Stanfield boiler systems | 1460 | 90,000 |
| Proj. 2-8 | Replace Stanfield Manor windows | 1460 | 67,200 |
| PHA wide | Siding for Office | 1460 | 30,000 |
| PHA wide | Concrete/Landscaping | 1450 | 23,000 |
| PHA wide | Repair/replace fencing | 1450 | 15,000 |
| PHA wide | Replace floor covering | 1460 | 34,000 |
| PHA wide | Replace/repair roofing | 1460 | 30,000 |
| Admin. | Inventory cabinets for maintenance | 1475 | 9,400 |
| Proj. 2-21 | Replace key/lock system | 1460 | 4,567 |
| PHA wide | Add insulation to unit attic spaces | 1460 | 20,000 |
| PHA wide | Replace stoves, refrig., water heaters | 1465.1 | 20,000 |

Capital Fund Program 5-Year Action Plan

Complete one table for each development in which work is planned in the next 5 PHA fiscal years. Complete a table for any PHA-wide physical or management improvements planned in the next 5 PHA fiscal year. Copy this table as many times as necessary. Note: PHAs need not include information from Year One of the 5-Year cycle, because this information is included in the Capital Fund Program Annual Statement.

| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| Administrative | PHA Wide | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Replace stoves, refrigerators, and water heaters | 26,880.00 | 2006 |
| Repair/replace roofs | 15,000.00 | 2006 |
| Concrete/landscaping | 75,000.00 | 2006 |
| Purchase rolling storage shelves | 12,000.00 | 2006 |
| Purchase sewer machine, w/ extra drums | 3,000.00 | 2006 |
| Computerized maintenance invoice and bar code system | 5,000.00 | 2006 |
| Purchase two maintenance vehicles | 50,000.00 | 2006 |
| Replace stoves, refrigerators, and water heaters | 27,960.00 | 2007 |
| Repair/replace roofs | 15,000.00 | 2007 |
| Concrete/landscaping | 75,000.00 | 2007 |
| Purchase carpet machines | 5,000.00 | 2007 |
| Purchase new 6-pass vehicle | 18,000.00 | 2008 |
| Repair/replace roofs | 15,000.00 | 2008 |
| Concrete/landscaping | 75,000.00 | 2008 |
| Purchase copy machine | 12,000.00 | 2008 |
| Replace stoves, refrigerators, and water heaters | 29,040.00 | 2008 |
| Repair/replace roofs | 15,000.00 | 2009 |
| Concrete/landscaping | 75,000.00 | 2009 |
| Replace stoves, refrigerators, and water heaters | 24,720.00 | 2009 |
| Purchase carpet shampoo machines | 5,000.00 | 2009 |
| Purchase compressor | 30,000.00 | 2009 |
| Upgrade computers | 25,000.00 | 2009 |
| Seal and paint parking lot | 5,000.00 | 2009 |
| Total estimated cost over next 5 years | \$640,600.00 | |

Capital Fund Program 5-Year Action Plan

Complete one table for each development in which work is planned in the next 5 PHA fiscal years. Complete a table for any PHA-wide physical or management improvements planned in the next 5 PHA fiscal year. Copy this table as many times as necessary. Note: PHAs need not include information from Year One of the 5-Year cycle, because this information is included in the Capital Fund Program Annual Statement.

| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002003 | Burke High Rise | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Convert one section of lobby into a meeting room | 10,000.00 | 2006 |
| Replace window/patio doors | 150,000.00 | 2006 |
| Seal and stripe parking lot | 5,000.00 | 2006 |
| Replace lobby windows | 15,000.00 | 2007 |
| Replace windows and patio doors in units | 100,000.00 | 2007 |
| Install windows at end of hallways | 15,000.00 | 2008 |
| Replace carpeting in complex | 100,000.00 | 2008 |
| Upgrade elevator | 30,000.00 | 2008 |
| Upgrade lighting in stair towers | 7,000.00 | 2009 |
| Replace lights over kitchen sinks | 15,500.00 | 2009 |
| Replace unit heaters and thermostat | 75,000.00 | 2009 |
| Replace drapes and blinds | 18,500.00 | 2009 |
| Total estimated cost over next 5 years | \$541,000.00 | |

Capital Fund Program 5-Year Action Plan

Complete one table for each development in which work is planned in the next 5 PHA fiscal years. Complete a table for any PHA-wide physical or management improvements planned in the next 5 PHA fiscal year. Copy this table as many times as necessary. Note: PHAs need not include information from Year One of the 5-Year cycle, because this information is included in the Capital Fund Program Annual Statement.

| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002004 | 23 Scattered houses | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Replace tubs and tub surrounds | 15,000.00 | 2006 |
| Install window covering (mini blinds) | 8,645.00 | 2006 |
| Replace kitchen cabinets and countertops | 50,000.00 | 2007 |
| Misc Rehab construction | 30,000.00 | 2008 |
| Add insulation to unit attics | 33,000.00 | 2008 |
| Misc Rehab construction | 30,000.00 | 2009 |
| Total estimated cost over next 5 years | | \$166,645.00 |

Capital Fund Program 5-Year Action Plan

Complete one table for each development in which work is planned in the next 5 PHA fiscal years. Complete a table for any PHA-wide physical or management improvements planned in the next 5 PHA fiscal year. Copy this table as many times as necessary. Note: PHAs need not include information from Year One of the 5-Year cycle, because this information is included in the Capital Fund Program Annual Statement.

| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY00 6P002007 | 20 Scattered houses | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Misc Rehab construction | 30,000.00 | 2006 |
| Key replacement | 5,495.00 | 2006 |
| Replace floor covering | 30,000.00 | 2006 |
| Install window covering | 30,000.00 | 2006 |
| Install tub surrounds | 20,000.00 | 2007 |
| Replace kitchen cabinets and countertops | 50,000.00 | 2007 |
| Add insulation to attics | 26,000.00 | 2008 |
| Replace floor covering | 30,000.00 | 2008 |
| Replace windows and fences | 40,000.00 | 2009 |
| Total estimated cost over next 5 years | \$261,495.00 | |

Capital Fund Program 5-Year Action Plan

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| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002008 | Stanfield Manor | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Landscape around building | 15,000.00 | 2006 |
| Misc rehab construction | 30,000.00 | 2006 |
| Install light fixtures over kitchen sinks | 15,000.00 | 2007 |
| Upgrade elevator | 30,000.00 | 2007 |
| Acquire easement or purchase additional land for parking | 78,000.00 | 2007 |
| Seal and stripe parking lot | 5,000.00 | 2009 |
| Replace siding | 90,000.00 | 2009 |
| Total estimated cost over next 5 years | \$263,000.00 | |

Capital Fund Program 5-Year Action Plan

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| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002009 | Storey Blvd Apartments | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Upgrade elevator | 30,000.00 | 2006 |
| Install covered patio for resident use | 50,000.00 | 2006 |
| Expand parking lot | 36,000.00 | 2006 |
| Replace kitchen lights over sinks | 10,500.00 | 2007 |
| Seal and stripe parking lot | 5,000.00 | 2007 |
| Misc rehab construction | 30,000.00 | 2008 |
| Replace floor covering in common areas | 20,000.00 | 2008 |
| Replace unit heaters | 21,000.00 | 2008 |
| Repair/replace roof | 10,000.00 | 2009 |
| Replace kitchen cabinets | 85,000.00 | 2009 |
| Patio furniture | 15,000.00 | 2009 |
| Replace lobby windows and window coverings | 8,000.00 | 2009 |
| Update light fixtures in common areas | 2,000.00 | 2009 |
| Total estimated cost over next 5 years | \$322,500.00 | |

Capital Fund Program 5-Year Action Plan

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| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002013 | 15 Scattered houses | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Replace key lock system | 4,000.00 | 2006 |
| Install window covering | 30,000.00 | 2006 |
| Add insulation to units | 15,000.00 | 2007 |
| Misc rehab construction | 30,000.00 | 2007 |
| Replace kitchen cabinets/countertops | 25,000.00 | 2008 |
| Replace floor covering | 25,000.00 | 2008 |
| Replace/Repair roofing | 15,000.00 | 2009 |
| Total estimated cost over next 5 years | \$144,000.00 | |

Capital Fund Program 5-Year Action Plan

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| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002016 | 8 Scattered houses | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Install window covering | 15,000.00 | 2006 |
| Misc Rehab construction | 30,000.00 | 2007 |
| Replace kitchen cabinets/countertops | 20,000.00 | 2008 |
| Replace floor covering | 30,000.00 | 2008 |
| Add insulation to units | 15,000.00 | 2009 |
| Total estimated cost over next 5 years | | \$110,000.00 |

Capital Fund Program 5-Year Action Plan

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| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002017 | 15 Scattered houses | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Install window covering | 15,000.00 | 2006 |
| Replace kitchen cabinets/countertops | 60,000.00 | 2006 |
| Replace floor covering | 25,000.00 | 2006 |
| Misc rehab construction | 30,000.00 | 2008 |
| Add insulations to unit attics | 20,000.00 | 2008 |
| Install tubs and tub surrounds | 15,000.00 | 2008 |
| Replace Windows | 10,000.00 | 2009 |
| Total estimated cost over next 5 years | | \$175,000.00 |

Capital Fund Program 5-Year Action Plan

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| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002020 | 11 Scattered houses | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Replace kitchen cabinets/countertops | 30,000.00 | 2006 |
| Replace floor covering | 25,000.00 | 2006 |
| Install tubs and tub surrounds | 12,000.00 | 2008 |
| Misc rehab construction | 30,000.00 | 2008 |
| Replace Windows | 15,000.00 | 2009 |
| Total estimated cost over next 5 years | \$112,000.00 | |

Capital Fund Program 5-Year Action Plan

Complete one table for each development in which work is planned in the next 5 PHA fiscal years. Complete a table for any PHA-wide physical or management improvements planned in the next 5 PHA fiscal year. Copy this table as many times as necessary. Note: PHAs need not include information from Year One of the 5-Year cycle, because this information is included in the Capital Fund Program Annual Statement.

| CFP 5-Year Action Plan | | |
|--|--|--|
| <input type="checkbox"/> Original statement <input type="checkbox"/> Revised statement | | |
| Development Number | Development Name (or indicate PHA wide) | |
| WY006P002021 | Laramie units | |
| Description of Needed Physical Improvements or Management Improvements | Estimated Cost | Planned Start Date (HA Fiscal Year) |
| Concrete/landscape | 50,000.00 | 2006 |
| Repair/replace fences | 35,000.00 | 2006 |
| Replace flooring in units (Houses) | 35,000.00 | 2006 |
| Replace garage doors | 10,000.00 | 2006 |
| Remodel 4 units | 40,000.00 | 2007 |
| Replace kitchen cabinets | 50,000.00 | 2007 |
| Replace key lock system | 50,000.00 | 2007 |
| Remodel 4 units | 22,544.00 | 2007 |
| Concrete/landscaping | 50,000.00 | 2008 |
| Misc rehab construction | 50,000.00 | 2008 |
| Purchase vehicle | 55,000.00 | 2008 |
| Remodel 4 units | 20,000.00 | 2008 |
| Replace flooring in units (Houses) | 50,000.00 | 2009 |
| Repair/replace fences | 75,000.00 | 2009 |
| Remodel 4 units | 35,000.00 | 2009 |
| Total estimated cost over next 5 years | \$627,544.00 | |
| Total estimated cost over next 5 years | \$627,544.00 | |

Cheyenne Housing Authority
 Flat Rent Calculation
 2005 Agency Plan

| | Requested FYE 03/31/06 | PUM FYE 03/31/06 | Current FYE 03/31/05 | PUM FYE 03/31/05 | Actual FYE 03/31/04 | PUM FYE 03/31/04 | Actual FYE 03/31/03 | PUM FYE 03/31/03 | Actual FYE 03/31/02 | PUM FYE 03/31/02 |
|---------------------------|------------------------------|------------------------|----------------------------|------------------------|---------------------------|------------------------|---------------------------|------------------------|---------------------------|------------------------|
| Total Operating Expenses | \$1,457,330 | \$358.24 | \$1,313,307 | \$322.84 | \$1,194,609 | \$293.66 | \$ 1,122,579 | \$275.95 | \$834,096 | \$263.29 |
| Total Nonroutine Expenses | \$30,620 | \$7.53 | \$27,120 | \$6.67 | \$59,189 | \$14.55 | \$6,590 | \$1.62 | \$30,967 | \$9.77 |
| TOTAL | \$1,487,950 | \$365.77 | \$1,340,427 | \$329.51 | \$1,253,798 | \$308.21 | \$ 1,129,169 | \$277.57 | \$865,063 | \$273.06 |

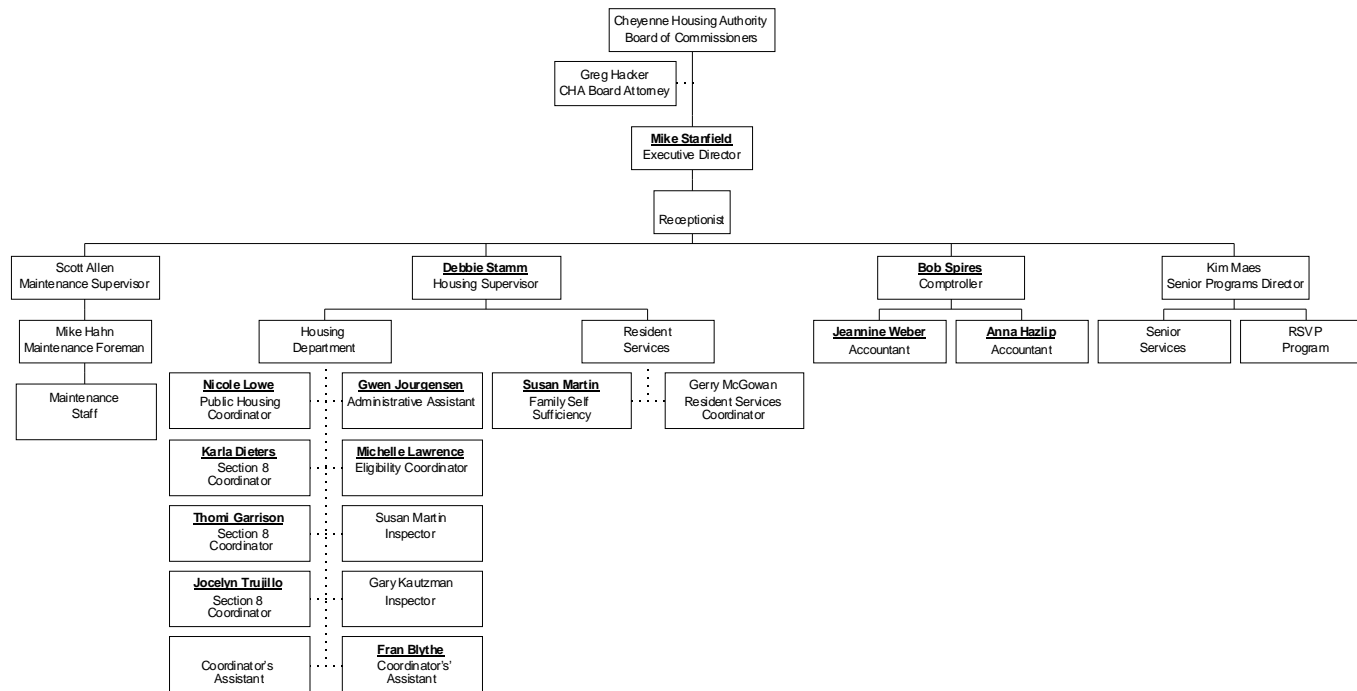
| | |
|-------------------------|----------|
| Total Dwelling Units | 339 |
| Avg. Rent to cover cost | \$365.77 |
| Total Budget % increase | 11.01% |

| | | | | | | | | Prior Years | | | | |
|----------|----------|---------------|----------------|---------|-----------|-------------|----------|-------------|-----------|-----------|-----------|-----------|
| | Number | Percent share | | | Flat | Total | % | 2004 | 2003 | 2002 | 2001 | 2000 |
| | of units | Percent | of Total Costs | Avg TTP | Rent Est. | Flat Rents | increase | Flat Rent | Flat Rent | Flat Rent | Flat Rent | Flat Rent |
| 1 Bdrm * | 167 | 49.26% | \$733,002 | \$182 | \$290 | \$581,160 | 10.7% | \$262 | \$262 | \$262 | \$232 | \$220 |
| 2 Bdrm | 11 | 3.24% | \$48,282 | \$220 | \$348 | \$45,936 | 10.1% | \$316 | \$316 | \$316 | \$280 | \$265 |
| 3 Bdrm | 146 | 43.07% | \$640,828 | \$239 | \$428 | \$749,856 | 10.3% | \$388 | \$388 | \$388 | \$344 | \$325 |
| 4 Bdrm | 10 | 2.95% | \$43,892 | \$266 | \$515 | \$61,800 | 10.5% | \$466 | \$466 | \$466 | \$418 | \$395 |
| 5 Bdrm | 5 | 1.47% | \$21,946 | \$266 | \$630 | \$37,800 | 10.3% | \$571 | \$571 | \$571 | \$514 | \$485 |
| | 339 | 100.00% | \$1,487,950 | | | \$1,476,552 | | | | | | |

* 1 bdrm count reduced by two for exempt units from PFS.

Cheyenne Housing Authority

Organizational Chart



HOM, Inc. staff are bold and underlined